



# MFB Ag Labor Initiative



# Labor Supply Issues

- MFB Commodity Advisory Committees
  - MACMA Study Committee
  - MFB Policy Resolutions
  - MFB Board Actions
- 
- Determine what can be done and act upon those findings



# Labor Supply Issues

- Significant tonnage of asparagus mowed
- Tomato/vegetable plantings never touched
- Machine harvested blueberries on second picking
- Apple harvest delayed causing significant out of condition fruit – many orchards not harvested













# Gala 2014 Packout Value By Fresh %



PACKOUT	RETURN PER BIN	TOTAL VALUE FOR 71 BINS	TOTAL VALUE 250 BINS	TOTAL VALUE 1000 BINS
95%	\$ 265.68	\$ 18,863.28	\$ 66,420.00	\$ 265,680.00
90%	\$ 250.38	\$ 17,776.98	\$ 62,595.00	\$ 250,380.00
85%	\$ 235.08	\$ 16,690.68	\$ 58,770.00	\$ 235,080.00
80%	\$ 219.78	\$ 15,604.38	\$ 54,945.00	\$ 219,780.00
75%	\$ 204.48	\$ 14,518.08	\$ 51,120.00	\$ 204,480.00
70%	\$ 189.18	\$ 13,431.78	\$ 47,295.00	\$ 189,180.00
65%	\$ 173.88	\$ 12,345.48	\$ 43,470.00	\$ 173,880.00



# The Cost of Condition

- Galas harvested but late – pack out declines from 90% to 70%

- Value difference per load:

\$17,776.98

- \$13,431.78

\$4,348.20





# New Initiative

- 2013
  - Postcards sent out – Who to call?
  - Work with SWA
  - Information meetings
  - Work with various Agencies on options
  - Immigration reform



# New Initiative

- 2013
  - Immigration Reform stalled
  - May barriers identified to current recruiting system – not resolved
  - Identification of options
  - H2-A Guestworker Program



# Barriers

- Monitor Advocate Training. “To ensure continued compliance with the program regulations, and to improve states’ capacity to deliver services to farmworkers that are qualitatively equivalent and quantitatively proportionate to services provided to other jobseekers. . .”



# 2014 MI SWA Projections



**Table 4**

Career Type	Expected Orders	Projected to be Filled	Percentage	Estimated ICOs Received	Estimated ICOs Initiated
Agriculture Mechanics and Machine Operators	164	21	15%	5	1
Agriculture Services and Supplies	152	23	15%	0	0
Farming	200	80	40%	45	1
Food Processing / Production	221	89	40%	5	0
Hand Harvesting	30	21	40%	50	1
<b>Total</b>	<b>767</b>	<b>234</b>	<b>33%</b>	<b>105</b>	<b>3</b>



# MFB New Initiative

- Labor Assistance Project – 2014
  - Cooperating with existing H-2A “Agency” organizations in pilot program
  - Reduce H-2A “learning curve” time
  - On-farm assistance



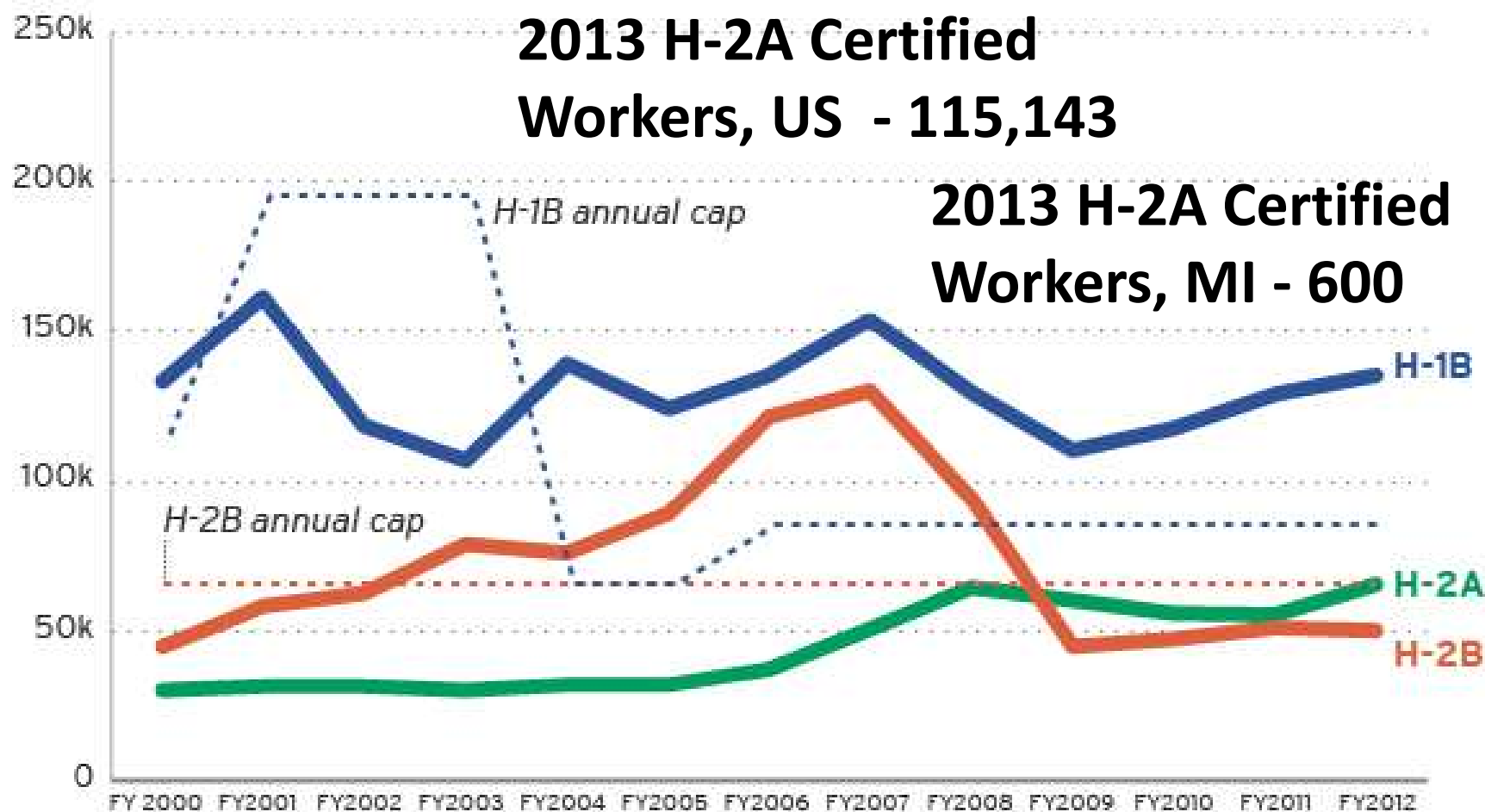
# H-2A Basics

- Domestic Recruitment
- Foreign Recruitment
- Application
- Wages
- Meals, Tool & Supplies
- Housing
- Transportation
- Work Comp
- $\frac{3}{4}$  Guarantee
- 50 Percent Rule
- Government Fees
- Taxes
- Reporting
- Record Keeping





## Temporary Worker Visas Issued, 2000-2012



Source: State Department Visa Office

Note: there is no cap for H-2A visas

# H-2A Guestworker Program



- Individual Applications
  - Joint Applications
  - H-2A Contractor Application
  - Association Application
- 
- National Models be reviewed for implimentation



# MFB New Initiative

- Work to an on-going program
- Cooperate with existing national programs
- Private/Public options?